

MEMORANDUM OF AGREEMENT

The Agreement between the Manchester Board of School Committee and the Manchester School District Paraprofessionals (AFSCME Local 3912) in effect from July 1, 2007 to June 30, 2010 shall continue in full force and effect until June 30, 2013 modified by the following agreements:

1. The salary schedule for 2009-2010 shall be 0% for the first 117 school days and 2.5% effective thereafter (salary increases are then effective on the 118th school day). Those unit members who give notice to retire during or at the end of the 2009-10 work year shall receive a 2.5% raise effective for the entire year. Those unit members who give notice of intent to retire by December 31 shall have the 2.5% raise paid in equal amounts in each pay period after December 31. A unit member who gives notice after December 31 shall receive the 2.5% raise in equal amounts in each remaining pay period with the second pay period after giving notice. Should a unit member recant and not retire after receiving the 2.5% raise, that unit member will have 1.5% of salary deducted from the last pay check. If there are no remaining pay periods, the member shall repay the 1.5% within 30 days of the end of the school year.
2. Clarify Section E of Article 11.1 by adding the following: Should a unit member receive a reduction in pay rate, the sick days will be paid out to the retiree based upon the pay rate of the unit member at the time the days were accumulated.
3. Should a unit member retire after the 2009-2010 work year and before the end of the 2010-2011 work year, that member shall be made whole for a raise of 2.5% for 2009-2010 and pro-rated 1.5% for days worked in the 2010-2011 work year.
4. The salary schedule in effect for the 2010-2011 work year shall be increased by 1.5%, for the 2011-2012 work year 2.5%, and for the 2012-2013 work year 2.5%.